

B-1.6.4

Tues 10th → mtg

23.9.85

Thursday, 17 October 1985

Workshop 11A - Extended Shopping Hours
and Open Trading Areas

Workshop 11B - Property Investment :
The State of the Art."

In terms of the Council's resolution of 29 August 1972 (Minutes page 2754) the Chairman indicated that he intended to exercise his option to attend the Convention.

RESOLVED TO RECOMMEND

That the Council appoint two delegates and two alternates, to attend the Annual Convention of the South African Property Owners Association in Durban on 16 and 17 October 1985, at an estimated cost of R1 840.

FURTHER RESOLVED

1 That the Chief Director : Technical Services, and the City Secretary, or their nominees, be authorised to attend the Annual General Meeting and 18th Annual Convention of the South African Property Owners Association in Durban from 15 to 17 October 1985, at an estimated cost of R2 020.

2 That an item on this matter be submitted to the Council as an Urgency Report of the Management Committee.

(219/136)

(f) AMENDMENT TO CONDITIONS OF SERVICE : MATERNITY LEAVE

The Chairman, Staff Board, submitted a report as follows:

"In terms of Section 10.5.14 of the Conditions of Service, maternity leave without pay may be granted to any female employee for a period not exceeding 80 working days (five-day week) or 96 working days (six-day week).

Modern socio-economic development, including the high inflation rate, have made it necessary for many married women to work. Agreements between trade unions and employers which include provision for paid maternity leave have therefore become fairly common.

It is felt that some of these agreements go too far (e.g. paternity leave for husbands) but that consideration should be given to improved maternity benefits for women whose husbands have commenced or completed compulsory military training.

It is suggested that such female employees should, like their husbands, be granted full pay during their absence, subject to their also having a service commitment as a quid pro quo.

The Board believes that the granting of such paid leave should be limited to the first two pregnancies of a woman employee whose husband has commenced or completed his initial military training, and that the service obligation should be a period of one year. Full remuneration should be paid during such leave.

The estimated cost for the 1985/86 financial year will be R55 000."

RESOLVED

That it be a recommendation to the Industrial Council for the Johannesburg Municipal Undertaking that the Council's conditions of service be amended as follows:

- (1) By the addition of the following two new sections numbered 10.5.15 and 10.5.16; the existing Section 10.5.15 to be renumbered 10.5.17:

"10.5.15 Maternity leave shall be granted to any female employee (excluding specifically the wives of religious objectors) whose husband, whether in the employ of the Council or not, has commenced or completed his initial military training, for a period not exceeding 80 working days (five-day week) or 96 working days (six-day week), on full pay in the case of her first two pregnancies only, thereafter without pay; provided that the Medical Officer of Health shall be consulted in all such cases and upon his recommendation a longer period, without pay, may be granted

in special circumstances; provided further that such female employee may take, immediately prior to the commencement of such leave, any paid leave (other than sick leave) which has accrued to her up to the day upon which she proceeds on maternity leave.

10.5.16 Any female employee proceeding on paid maternity leave shall sign an undertaking to work for the Council for a period of one year commencing from the date of her resumption of duty, failing which she shall repay to the Council the portion of the total maternity leave pay received by her pro rata to the unexpired portion of her service obligation, provided that any paid maternity leave shall be regarded as service for all purposes except the fulfilment of any other service obligation."

- (2) By the addition in the definition "Military Training" in Chapter 1 : "Definitions" of the following words at the end thereof:

"and shall include services such as the South African Police, the South African Railway Police, the Permanent Force, voluntary military service, and any other service regarded by the State as equivalent to compulsory military service in terms of the Defence Act, 1957, or any amendment thereof or legislation which may be substituted therefor."

(248/7)

Proposed ECC action re: Int. Management Council ^{proposed} majority
have amendment.

① 1st. approach & discuss with relevant unions.
- Adele will do this on 12/17/85.

② Provide ~~and~~ other groups & organizations with the proposed
resolution (as there are a number of approaches
to opposing it)

B. Sash

Women for Peace

Women's Committee of Concerned Citizens

? Barclays Business Women's Club

Mahris

SOAC Women's Group

POWA

Citinda

Adele

Emma Mashini - Citinda.

③ Early in January post our "objections" (see
draft attached) to all? or PFP City Councillors
(definitely all women Councillors)
get individuals, ECC members & public to
lobby their particular councillor or ~~and~~ a councillor
known to them.

④ If the resolution is passed - prepare a
press release in advance for immediate
release.

⑤ Liaise with Molly Koper - should be high
on the list.

P.T.O.

⑥ We presume that this resolution will come up at the Council meeting on Tuesday 28th Jan. Should attend Council meeting.

On re reading our objections they can probably be improved on and maybe made stronger. We have stuck to the military issue so as not to get confused and would hope other organisations would take other angles.

Citinda.

6
It has come to our notice that a proposed amendment to conditions of service - Maternity leave - for Municipal employees is due to be put to the JHS City Council by the Management Committee.

We, as the End Conscription Campaign, register our strong objection to certain conditions in this amendment.

(1) "Maternity leave shall be granted to any female employee (excluding specifically the wives of religious objectors) whose husband, whether in the employ of the Council or not, has commenced or completed his initial military training., ~~for a period~~

(a) In granting the improved maternity benefits only to wives of husbands who have commenced or completed their compulsory military training the Council would be guilty of gross discrimination.

Not only should a woman be granted maternity benefits completely independent of her husband's situation but, we believe, making a husband's military service a condition for improved maternity benefits allows the military to encroach on civilian life.

(b) We take strong exception to the fact that the Management Committee has felt it necessary to specifically exclude the wives of Conscientious Objectors from the proposed improved benefits. We point out that the resolution contradicts itself by, in paragraph (1) "(excluding specifically the wives of religious objectors)" but in paragraph (2) "and shall include - - - and any other service regarded by the State as equivalent to compulsory military service in terms of the Defence Act, 1957,

or any amendment thereof or legislation which may be substituted therefor."

The Defence Amendment Act of July 1983 made provision for alternative National Service for Religious Objectors stating that it would be regarded as an equivalent to compulsory service.

It would seem that both the State and Local Government are intent on discrimination against those who, for reasons of conscience, refuse to participate in the military.

This is evident in some of the punitive measures for Religious Objectors in the Defence Amendment Act and now in this particular proposed amendment.

(2) It would seem, by implication that, because the husband's military training is a condition of this benefit, all women of race groups other than white will be excluded from this benefit.

We are concerned about the increasing militarization of our society. This proposed discriminatory amendment can only alienate the people from one another.

January 1986

Dear Councillor

AMENDMENT TO CONDITIONS OF SERVICE: MATERNITY LEAVE BENEFITS FOR COUNCIL
EMPLOYEES

We the undermentioned organizations and individuals, do hereby wish to voice our concern about the recently amended conditions of service.

We urge you as a member of the Johannesburg City Council, seriously to consider your position on this issue.

The amended conditions of service are objectionable on the following grounds:-

1. It is discriminatory that the leave benefits of women employees themselves should be judged on the merits of their husbands and not of the employees themselves
- 2 Military training can hardly be considered a relevant criterion for maternity leave
3. The amended conditions will exclude immigrant, non-South African, and most black, coloured and indian women from being able to receive maternity leave benefits
4. The wives of all handicapped men, and those legally exempt from national service, shall similarly be unable to qualify
5. The amendments make no provision for unmarried women
6. There is an inherent contradiction within the amended conditions of service. One part of the amended conditions specifies that the wives of religious objectors shall not be eligible for maternity leave benefits. But in 1983 even the Defence Act was amended to specifically include the concept of alternative national service for bona fide religious objectors. By defining national service as including all amendments to the Defence Act, the wives of all bona fide religious objectors should therefore be eligible for maternity leave benefits. It is in any case insupportable to consider the religious or moral convictions of a female employee's husband in determining whether that employee qualifies for maternity leave benefits.

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AGENDA

Maldonweg 3, Westdene

1. Sake uit die notule:

Ontwerpe en voorstelle vir posters.

Skakeling en insluiting van END-lede in subkomitees. Hoe vorder dit?

Pamflet en plakkers

Weer eens die naam END/BEK/PAD

Marlene/Victor/Edwin oor Pretoria

2. Idees vir Julie-oproep (simboliese aksie en media). Week van 2-9 Julie belangrik.
3. Verspreiding van pamflette - plek en tyd en datums.
4. Praat oor planne en uitvoering daarvan.
5. Afrikaanse groep se byeenkomste. Basis moet verbreed word. Vergaderings maandeliks of tweeweekliks?
6. National Protest Day against Safety Bill (9 Junie) - Anne-Marie moet inlig.
7. 13 Junie - skole-disko (Anne-Marie)
8. Aankondiging: Datums vir meningspeiling: 7, 14 en 28 Junie, Trinity Hall, 9.30.
9. R20 subskripsie-geld nou betaalbaar.

There are ECC committees in five centres in South Africa:

- Cape Town
- Durban
- Johannesburg
- Petermaritzburg
- Port Elizabeth

The Affiliates of the Johannesburg ECC are:

- Black Sash
- Cathsoc (Wits University)
- COSG (Conscientious Objector's Support Group)
- Jodac (Johannesburg Democratic Action Committee)
- Neusa (National Education Union Of South Africa)
- Nusas (National Union of SA Students)
- Oasssa (Organisation for Appropriate Social Services in SA)
- Suca (Student's Union for Christian Action)
- WAP (War and Peace group of the Catholic Church)
- YCS (Young Christian Students)

Meeting Sunday 5:30 Maybair

9:00 AM: 57 Louis BOTHA ave.

5th

- DSG - campaign.
- IFSG - wd like to help
 - meeting w Ivan.
 - guide to prison.
 - write up.

} KS does not understand issues.
~~trust~~

GE does not support DS in this.

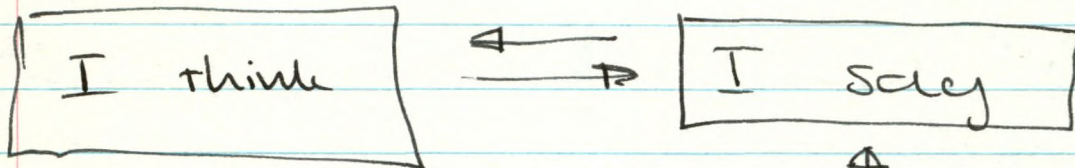
EC understands issues.

KS: confused about Dave's stand
 SADF's role: KS → Ivan Tours case
 SADF does horrible things.
 But that's not point.

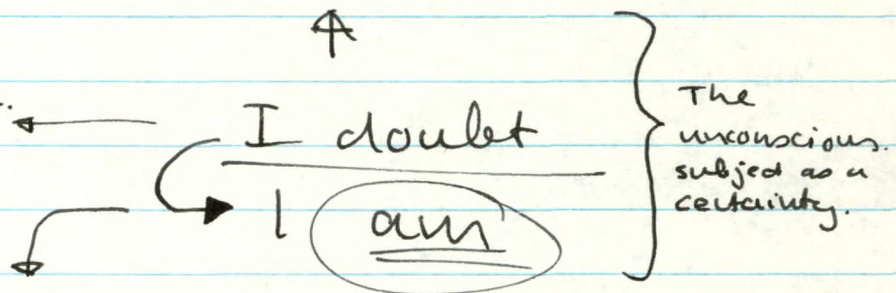
Perspective ↔ Political agenda.

certainty: doubt = the support of certainty.
 doubt = a sign of resistance.
 a thought which reveals itself as absent

→ the real (Descartes) → ← truth handed back into the hands of the Other.



● certain: thought reveals as absent.



The subject is 'at home' in the field of the unconscious.

● The correlative of the subject is not the deceiving Other but the deceived Other.

man's desire is the desire of the other.

ANDRIES Du TOIT

Andries du Toit (021) 417 5438

O.S.G.

Steve Milton Barber

Info:

403 5000

Electronic
Yellow
Pages.

traditional $\psi \rightarrow$ structure (helium (not int)).
Lacan: limited function as desire.

THE SUBJECT OF CERTAINTY IN METAPHYSICS.

1. The gap of the unconscious is pre-ontological.
"neither being, nor non-being, but the unrealized" (29)
the elusive (32)
2. Pleasure: homeostasis; it is a limit.
Desire: finds its limit.
as such.
~~Desire finds its~~ is sustained in relation to
this limit.
2. "What is at issue in the function of the unconscious
is the split through which that subject something
... is for a moment brought into the light
of day". (31)
3. "What happens at the function level of the unconscious
is inaccessible to contradiction, to spatio-temporal
location and to the function of time" (31)
(
notion of "logical time" (32)
appearance/disappearance of the split/slit
takes place during between 2 points:
initial/terminal of logical time.

Collection Number: AG1977

END CONSCRIPTION CAMPAIGN (ECC)

PUBLISHER:

Publisher:- Historical Papers Research Archive

Location:- Johannesburg

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